

From: Doug Kight

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Subject: Tools for Engaging Employees in our Business

*\*\*\*This message is being sent by Doug Kight, vice president of Human Resources, to all Commercial Airplanes managers and Human Resources employees..\*\*\**

## **Tools for Engaging Employees in our Business**

During the last few months, I've had the opportunity to brief many of you at all-manager meetings in the Puget Sound area to share information about our strategy for 2008 labor negotiations. Many of you asked for tools to help share information with employees, and I'd like to tell you about one of the tools now available.

Click this link to find the first in a series of presentation templates to help engage your employees in a dialogue. The presentation (3 slides) shares information about our business environment but more importantly, it requires you to complete a slide that ties the goals and objectives of your organization to the important activities that employees do to improve quality, cycle time, delivery, customer satisfaction, etc.

To help you get started, you'll find at the back of the presentation two examples that leaders Scott Pierce and Tom Maxwell already completed. I'd like to thank Scott and Tom for being "early adopters!"

Other tools and resources will be available next month, such as the negotiations Web site, and a new blog to help first-line managers understand the negotiations process and their role and responsibilities in communicating with our employees.

In addition, your Human Resources team is in process of setting up meetings with BCA managers to review a presentation about the negotiations process and some of the key issues that will be important to our employees and our business. This material will assist you in understanding the issues so that you are prepared to respond to questions or concerns raised by members of your teams.

I'm looking forward to hearing feedback from you after you've used this presentation. Next month's briefing will focus on the negotiations approach, and the following month's briefing will help you have a conversation about the negotiations objectives.

Engaging employees in our business is critical to our future success, and helping managers become a credible and reliable source of information for employees is an important step in the process.

Thank you for your support and engagement.

Doug